YOUR business health check

**Your contact details**

**First name:**

**Last name:**

**Company:**

**Email:**

**Mobile:**

I consent to Meridian Lawyers collecting and using my information for marketing purposes in accordance with their privacy policy. [ ]  Yes

 **Your business health check**

Completing a business health check is a great way to review your current position and identify potential risks to your business.

Once you've completed your business health check, our experienced pharmacy lawyers will review any potential legal risks and issues and provide recommendations on how to best manage them and keep your business compliant.

Take a step towards protecting your business and complete your complimentary health check below.

Please tell us a little bit about you. Are you:

* A new pharmacy owner [ ]  Yes [ ]  No
* An experienced pharmacy owner [ ]  Yes [ ]  No
* Looking to purchase / obtain equity in your first pharmacy [ ]  Yes [ ]  No
* Considering investing in another pharmacy [ ]  Yes [ ]  No
* Considering selling your interest in a pharmacy [ ]  Yes [ ]  No

**Workplace Relations and Safety**

Do you have a current contract for employment for all employees

(that reflects their current position and up-to-date legislation)? [ ]  Yes [ ]  No

Do all of your contracts include:

* A notice period [ ]  Yes [ ]  No
* A term that excludes policies from being contractual terms [ ]  Yes [ ]  No
* A set off clause [ ]  Yes [ ]  No
* Any terms that the Pharmacy Industry Award requires to be in writing [ ]  Yes [ ]  No

Do you have workplace policies that deal with:

* Bullying/harassment [ ]  Yes [ ]  No
* Sexual harassment [ ]  Yes [ ]  No
* Discrimination [ ]  Yes [ ]  No
* Workplace health and safety [ ]  Yes [ ]  No
* Workplace surveillance (including computer use) [ ]  Yes [ ]  No
* Social media [ ]  Yes [ ]  No

Do you know what Award, classification, allowances and rate of pay apply ☐ Yes ☐ No

to all staff in ordinary time, overtime, weekends and shifts?

Do you and your supervisors feel confident managing under performance ☐ Yes ☐ No

and misconduct?

Are your employees employed by

* You personally [ ]  Yes [ ]  No
* A partnership [ ]  Yes [ ]  No
* A company [ ]  Yes [ ]  No
* A trust [ ]  Yes [ ]  No
* A trustee for a trust [ ]  Yes [ ]  No
* Unsure [ ]  Yes [ ]  No

**Partnership Agreements**

If there are two or more owners in the business, do you have a signed [ ]  Yes [ ]  No

agreement to govern your relationship (such as a partnership agreement

or shareholders agreement)?

Does your partnership/shareholders agreement provide for retirement or other [ ]  Yes [ ]  No
exit events (like death or TPD)?

**Commercial**

Do you have insurance that covers claims made against owners or your [ ]  Yes [ ]  No

business by employees?

Do you know how to navigate the Pharmacy Location Rules and other [ ]  Yes [ ]  No
approvals required?

If y plans to buy or sell a pharmacy in the future, and if so, do you [ ]  Yes [ ]  No
understand the process involved and approvals that are required?

Do you have a business name or logo which is not yet registered or protected? [ ]  Yes [ ]  No

Do you have a current or prospective business dispute? [ ]  Yes [ ]  No

Are you planning to expand or contract the size of your pharmacy and if so, [ ]  Yes [ ]  No
do you understand the approvals you may need?

Is your lease nearing its expiry date? [ ]  Yes [ ]  No

Do you have an option or options to renew your lease? [ ]  Yes [ ]  No

Are the financing arrangements with your bank mixed up with the financing in [ ]  Yes [ ]  No
place for other pharmacies?

Is the pharmacy that you have an interest in provided as security for loans on [ ]  Yes [ ]  No
another pharmacy or pharmacy business that you don’t have an interest in?

**Let’s connect**

I would like to subscribe to receive your latest Pharmacy Insights and updates. [ ]  Yes [ ]  No

Do you currently have any other business concerns that you would like to discuss with [ ]  Yes [ ]  No
one of our experienced Pharmacy lawyers?

If you answered yes, how would you prefer to be contacted: [ ]  Mobile [ ]  Email

**Sharlene Wellard**
Principal, Sydney
+61 2 9018 9939
swellard@meridianlawyers.com.au

**Mark Fitzgerald**
Principal, Melbourne
+61 3 9810 6767
mfitzgerald@meridianlawyers.com.au



**Julia Smith**
Special Counsel, Melbourne
+61 3 9810 6700
jsmith@meridianlawyers.com.au

**Georgina Odell**
Special Counsel, Sydney
+61 3 9018 9975
godell@meridianlawyers.com.au